

# SPECIAL PROGRAM APPROVALS GRANTED

Applicant	Effective Dates	Program
Amazon Canada Fulfillment Services ULC	30-Jul-2019 30-Jul-2024	Preferential target and hire of persons with disabilities as Associates in Amazon Canada Fulfillment Centres.
BC Centre for Disease and Control	15-Aug-2017 15-Aug-2022	Chee Mamuk Aboriginal Program, STI/HIV Prevention and Control. Restrict hiring to persons of Aboriginal ancestry. The restriction applies to full and part-time, permanent or casual employees and independent contractors.
BC Nurses Union	10-May-2018 01-May-2023	Preferential hiring to persons of colour or Indigenous persons or members of the LGBTQ community or persons with disabilities in the positions of Administrative Support, Human Rights & Equity Committee.
BC Women's Hospital & Health Centre, Aboriginal Health Program	26-Jan-2016 26-Jan-2021	Restrict hiring to persons of Indigenous ancestry for three positions, Complex Care Coordination Team, Indigenous Health Program. Nurse Coordinator, Indigenous Family Care Coordinator and Operations Lead/Manager.
Belle Construction	17-Aug-2019 17-Aug-2024	Restrict hiring to female tradespersons.
Camosun College	16-Feb-2004 18-Jun-2024	16 seats reserved for qualified student applicants of Indigenous ancestry the Nursing program.,
College of New Caledonia	07-Dec-2009 02-Jan-2025	Restrict hiring to Aboriginal applicants for positions in the following categories: <ol style="list-style-type: none"> <li>a. Employees providing direct operational, instructional or administrative service to primarily Aboriginal students (i.e. Aboriginal Academic Advisor, Aboriginal Liaison, Senior Policy Advisor/Manager of Aboriginal Services).</li> <li>b. Employees instructing courses whose content is primarily Aboriginal (i.e. Aboriginal Studies courses, Aboriginal Early Childhood Education, College &amp; Career Preparation – Lheidli Project).</li> <li>c. Employees offering services and/or programs funded through Aboriginal-specific funding initiatives.</li> <li>d. Administrators working on campus with significant numbers of Aboriginal learner, or with a significant population of Aboriginal peoples in their campus area.</li> <li>e. The candidates for positions covered by this Special program will be able to provide written proof of Aboriginal ancestry through a nationally or provincially recognized Aboriginal organization. All candidates must fall under the description of Aboriginal as defined in the <i>Constitution Acts of 1982, Part II, Section 35(2)</i>, as the "Indian, Inuit and Metis peoples of Canada".</li> </ol>
	12-Feb-2020 12-Feb-2025	Limit access to the College's Aboriginal Centres and the services it offers through the Centres to Indigenous persons only.
	22-May-2020 22-May-2025	Restrict Aboriginal House rentals to Indigenous students and reserve the right to verify Aboriginal status or ancestry through requested letter from the First Nation or Aboriginal partners.

All special programs approved prior to April 1, 2020 were approved by the BC Human Rights Tribunal.

## SPECIAL PROGRAM APPROVALS GRANTED

Covenant House	17-Jul-2014 25-Oct-2025	Restrict advertising and hiring for a total of 78 positions to persons of female gender, over the term of the approval.
Directors Guild of Canada	28-Oct-2019 28-Oct-2024	Permitted to operate a searchable database that will include voluntary provided information about individual directors' protected characteristics for the purpose of facilitating hiring of diverse directors in BC's film and television industry.
Emily Carr University of Art & Design	22-Jan-2019 22-Jan-2024	Preferential hiring of persons who self-identify as Indigenous for up to five tenured or tenure-track faculty member positions.
	26-Mar-2020 26-Mar-2025	Restrict hiring to either an Indigenous or racialized candidate that possesses the qualifications for the position of Vice Provost, Students.
	25-Apr-2019 25-Apr-2024	Exclusively hire a person who self-identifies as Indigenous for the position of Tier 1 Canada Research Chair, Indigenous Research
First Nations Education Steering Committee Society	12-Dec-2012 28-Jun-2023	Recruitment and hiring preference to persons of First Nations ancestry who meet the qualifications and skill requirements for FNEESC positions.
Fraser Health Authority	07-Aug-2019 07-Aug-2024	Preferential hire of qualified persons who self-identify as Indigenous for specific positions in the Aboriginal Health Program and Indigenous Primary Health and Wellness Program.
Gitxaala Nation (Tsimshian Alliance)	30-Sep-2016 30-Sep-2021	Restrict hiring for an Executive Director position to persons of Indigenous culture and heritage, with preference given to a qualified Tsimshian candidate.
HaiCo Group	23-Apr-2018 23-Apr-2023	Preferential hiring of qualified persons of Haida ancestry for all positions in the HaiCo Group.
Hazelton Community Services	31-Aug-2018 31-Aug-2023	Restrict hiring in a support person position to a male applicant.
Legal Aid BC	04-Oct-2007 19-Sept-2022	Restrict hiring for the position of Manager, Indigenous Services to an Indigenous person.
	15-Jul-2008 07-Jan-2024	Limit hiring and/or provide preference to people of aboriginal ancestry for the position of Family Staff Lawyer – Terrace
	16-Jan-2018 15-Jan-2023	Preferential hiring to persons of Aboriginal background for all Aboriginal Community Legal Workers throughout BC
	28-Feb-2018 28-Feb-2023	Preferential hiring to persons of Aboriginal background for the Coordinator, Indigenous Services
	15-Mar-2018 15-Mar-2023	Restrict hiring to candidates of Indigenous ancestry for the position of Vice President, Indigenous Services
	24-May-2018 10-May-2023	Restrict to Indigenous hires for 6 positions in Indigenous Services Division

All special programs approved prior to April 1, 2020 were approved by the BC Human Rights Tribunal.

## SPECIAL PROGRAM APPROVALS GRANTED

Métis Provincial Council of British Columbia	25-Mar-2020 25-Mar-2025	Preferentially hire qualified individuals who self-identify as Aboriginal (First Nations, Métis or Inuit) for all open positions at Métis Nation British Columbia.
Microsoft Canada Development Centre	25-Mar-2019 25-Mar-2024	Preferential hiring of persons with autism spectrum disorder for the positions listed under the company's Autism Hiring Program.
Ministry of Education	29-Jul-2016 29-Jul-2021	To collect data on ethnic identity from certified teachers.
NEC Native Education College	01-Sep-2008 01-Sep-2023	Restrict programs and services to Aboriginal peoples and preference to Aboriginal people in hiring.
Nlha'7kapmx Child & Family Services Society	31-Jul-2019 31-Jul-2024	Preferential hiring of qualified persons who self-identify as Indigenous for all positions that directly interface with the children and families of the Nlha'7kapmx communities that the Society serves.
North Island College	20-Nov-2014 13-Nov-2024	Hiring restricted to persons of Aboriginal ancestry for the positions: Director, Aboriginal Education. Aboriginal Education Advisors; Faculty, Aboriginal Programming; and Elders.
	09-Oct-2012 05-Oct-2022	Priority admission to the following number of self-declared Aboriginal applicants: <ul style="list-style-type: none"> <li>• Three in the Bachelor of Science Nursing Program;</li> <li>• Four in the Early Childhood Care and Education program;</li> <li>• Four in Human Service Worker Program;</li> <li>• Four in the Health Care Assistant Program; and</li> <li>• Two in the practical Nursing Program.</li> </ul>
Office of the Ombudsperson	16-Jan-2020 16-Jan-2025	Exclusive hire of Indigenous applicant for the position of Indigenous Liaison Officer.
Office of the Representative for Children and Youth	29-Jun-2017 29-Jun-2022	Restrict hiring within its Indigenous Strategies and Partnership Team to Indigenous applicants.
	18-Oct-2017 18-Oct-2022	Restrict hiring to indigenous applicants for most positions until 20% of regular staff are indigenous.
Plea Community Services	07-Nov-2019 07-Nov-2024	Exclusively hire women for all positions that work directly with participants in the Daughters & Sisters Program.
	17-Jan-2020 17-Jan-2025	Exclusively hire men for 4 Addiction Support Worker positions in the Waypoint Program.
Provincial Health Services Authority	08-Dec-2020 08-Dec-2025	Preferential hiring for Indigenous staff into Indigenous Health Department
RainCity Housing and Support Society	19-Jul-2017 14-Jul-2022	Limit employment and tenancy at Budzey and Vivian Transitional Housing to women, transgendered and gender diverse people.
Rise Women's Legal Centre	20-Mar-2019 20-Mar-2024	Legal Services prohibited to self-identified women
School District 23 (Central Okanagan)	19-Dec-2003 08-Feb-2024	Hiring restricted to persons of Aboriginal ancestry for the positions of Aboriginal Student Advocate, Aboriginal Cultural Facilitator, Aboriginal Cultural Assistant, Okanagan Language Instructor and Aboriginal Cultural Presenter.

All special programs approved prior to April 1, 2020 were approved by the BC Human Rights Tribunal.

# SPECIAL PROGRAM APPROVALS GRANTED

School District 23 (Central Okanagan)	28-Sept-2011 09-Jun-2021	Preferential hiring for teachers with Aboriginal ancestry.
School District 28 (Quesnel)	16-Dec-2008 07-Jan-2024	Restrict hiring to persons of Indigenous ancestry for a number of positions within its Aboriginal Education Department including: Aboriginal Teachers, Aboriginal Education Support Workers and Aboriginal Youth Care Workers. Restrict hiring of one teaching position outside of the Aboriginal Education Department per school year to a qualified candidate of Aboriginal ancestry. If no qualified candidate applies the position will be rescinded and posted as a continuing position without additional qualification of Aboriginal ancestry.
School District 34 (Abbotsford)	16-Jan-2020 16-Jan-2025	Restrict hiring to persons with disabilities for six (6) Custodian Assistant positions within its Facilities Department.
School District 35 (Langley)	17-Jul-2014 15-Nov-2024	Preferential hiring of persons of Aboriginal ancestry for the positions of Aboriginal Support Worker, District Teacher (Aboriginal Program) and Aboriginal Learning Support Teacher.
School District 36 (Surrey)	10-Mar-1999 14-Jun-2024  22-Mar-2019 22-Mar-2024	Restrict advertising and hiring to people of Aboriginal ancestry for 1 Director of Instruction, 1 District Vice Principal, 10 Teachers and 45 Support Workers in the Aboriginal Education Program.  Restrict advertising and hiring to people from specific minority cultures and linguistic backgrounds who have requisite language skills in each language, including in some cases restricted to a member of that community, as Multicultural Workers to a maximum of 18 positions. Restrict advertising and hiring to people that speak one or more of a number of languages as Settlement Workers in Schools under the Settlement Program, to a maximum of 25 positions.
School District 39 (Vancouver)	16-Aug-2019 16-Aug-2024	Preferentially hire persons of Aboriginal ancestry for positions within the Indigenous Education Department to create or exceed parity in proportion to Aboriginal educators and Aboriginal students in the District. Restrict hiring to a person of Aboriginal ancestry for the position of Indigenous Education Worker.
School District 42 (Maple Ridge-Pitt Meadows)	24-Nov-2003 14-Dec-2023	Preferential hiring to persons of Aboriginal ancestry for the following positions, Aboriginal Resource Teacher, Aboriginal Support Worker, Aboriginal Cultural Worker and Aboriginal Child Care Worker.
School District 43 (Coquitlam)	01-Oct-2002 31-May-2023  24-Jun-2011 14-Sep-2021	Hiring restricted to persons of Aboriginal ancestry for positions of Youth Workers in the Aboriginal Program.  Preferential hiring of Aboriginal persons into teaching positions until such time as the percentage of Aboriginal teachers is equal to the percentage of Aboriginal students in the District.
School District 48 (Sea to Sky)	09-Apr-2014 15-Nov-2024	Discretionary hiring attract and retain qualified teachers of Aboriginal ancestry, to a maximum of 43 positions.
School District 52 (Prince Rupert)	11-Aug-2005 18-Aug-2020	Restricted hiring to First Nations candidates for positions available or positions created under Aboriginal education targeted funds.
School District 53 (Okanagan Similkameen)	01-Apr-2011 21-Jul-2021	Restrict hiring of Aboriginal education support workers to candidates of Aboriginal ancestry.

All special programs approved prior to April 1, 2020 were approved by the BC Human Rights Tribunal.

## SPECIAL PROGRAM APPROVALS GRANTED

School District 54 (Bulkley Valley)	10-Apr-2019 10-Apr-2024	Preferential hiring to persons who self identify as Aboriginal for an Aboriginal Education Worker position.
School District 57 (Prince George)	07-Dec-2018 07-Dec-2023	Preferential hiring for a number of positions in the Aboriginal Education Department.
School District 61 (Greater Victoria)	31-Aug-2018 01-Sept-2023	Hiring preference to persons of Aboriginal ancestry in the position of District Principal/District Coordinator, Aboriginal Education Department.
School District 63 (Saanich)	28-Oct-1998 07-Dec-2023	Hiring preference for persons of First Nations ancestry for the positions of First Nations Support Teachers and First Nations Education Assistants.
School District 69 (Qualicum)	18-Oct-2013 15-Mar-2024	Preferential hiring to persons of First Nations, Métis and Inuit ancestry for one teaching position and seven Indigenous Home School Liaison Workers.
School District 71 (Comox Valley)	10-Feb-2016 09-Feb-2021	Preferential hiring to persons of Aboriginal ancestry for the following positions: <ul style="list-style-type: none"> <li>• Teaching positions in Aboriginal Education</li> <li>• CUPE positions in Aboriginal Education</li> <li>• Principal and Vice-Principal, Aboriginal Education</li> </ul>
School District 82 (Coast Mountains)	07-Jan-2008 08-Apr-2023	Hiring preference to qualified applicants with Aboriginal ancestry and intimate knowledge of First Nations language and culture for Aboriginal education positions.
School District 83 (North Okanagan/Shuswap)	17-Nov-2015 17-Nov-2020	Preferential advertising for and hiring of Aboriginal Education Worker positions to persons of Aboriginal ancestry.
	07-Dec-2016 07-Dec-2021	Preferential hiring to candidates of Aboriginal ancestry for clerical support positions in the District's Aboriginal Education Program.
School District 91 (Nechako Lakes)	27-Jul-2007 15-Mar-2023	Restrict the recruitment and hiring for 25 positions in all staffing areas including administration, teaching and support staff to candidates of First Nations ancestry
Seyem' Qwantlen Business Group	15-Feb-2015 15-Feb-2023	Preferential hiring to persons of Aboriginal ancestry in all jobs, including on-call and casual positions for a period of three years.
Simon Fraser University	13-Dec-2018 13-Dec-2023	Preferential hiring of a scholar for a tenure-track position in the Faculty of Health Sciences to a candidate who self-identifies as Indigenous.
Thompson Rivers University	25-Jul-2011 11-Mar-2021	Restrict hiring to a person of Aboriginal descent for the position of Student Counselor, Faculty of Student Development
Thompson Rivers University	30-Jun-2016 30-Jun-2021	Restrict hiring to a person of Aboriginal descent for the position of Assistant Professor/Lecturer in Indigenous Journalism.
TRIUMF	04-Feb-2020 04-Feb-2025	Preferential hiring of women in the following positions in order to achieve a representation rate of 30%. Board Appointed Research Scientists, Staff Scientists, Engineers, Infor Systems & Technology, Technicians/Technologists, Postdocs, Graduate Students and Faculty Joint Appointments.
University of British Columbia	03-Jul-2019 03-Jul-2024	Advertise for and exclusively hire candidates that self-identify as Indigenous, people with disabilities, racialized people and/or women for Canada Research Chair Program positions

All special programs approved prior to April 1, 2020 were approved by the BC Human Rights Tribunal.

## SPECIAL PROGRAM APPROVALS GRANTED

University of Victoria, Employment Equity Program	24-Jan-2002 29-Sep-2021	Approval of Employment Equity Program.
Vancouver Coastal Health	23-Jan-2017 23-Jan-2021  05-Sep-2019 05-Sep-2024	Restrict hiring to women, including trans women for the following positions within the Women's Intensive Case Management Team: registered nurse, registered psychiatric nurse, social worker and health care worker.  Exclusively hire gay men for one counsellor position in the Vancouver Addictions Matrix Program.
Vancouver Island University	28-Feb-2014 18-Mar-2024  09-Feb-2016 09-Feb-2021  11-Mar-2016 11-Mar-2021  24-Jan-2017 24-Jan-2021  16-May-2017 17-May-2022  10-Dec-2018 10-Dec-2023	Allow preferential hiring to persons of Aboriginal ancestry for position of Education Advisor, Services for Aboriginal Students – Nanaimo Campus  Allow preference in hiring a person of Aboriginal ancestry for a second Education Counsellor position, Services for Aboriginal Students, Cowichan Campus.  Restrict hiring to persons of Aboriginal ancestry for a Counsellor position, Services for Aboriginal Students, Nanaimo Campus.  Preferential hiring for people who self-identify as Aboriginal for faculty positions in the Department of Social Work.  Preferential hiring to persons of Aboriginal ancestry for the positions of Education Navigators  Preferential hiring for two positions in VIU's Indigenous/Xwulmuxw Studies Department for persons who self-identify as Indigenous.
Visceral Visions Society	24-Oct-2019 24-Oct-2024	Limit provisions of the CultureBrew.Art program to self-identified Indigenous or racialized persons.
WAWAW Rape Crisis Centre	07-Jan-2019 07-Jan-2024	Restrict access of services to trans and cisgender women, Two Spirit, trans and non-binary people. Restrict access of Specialized Services to persons who are trans-identified. Restrict hiring to trans-identified people for positions which provide Specialized Services to self-identified trans clients.

Revised December 22, 2020